



Referee Selection Procedure

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Policy Statement

1. Australian Taekwondo (AT) and the National Kyorugi Referee Committee (NKRC) are committed to providing quality Kyorugi referees for national level tournaments and national team selection events (national-level tournaments).
2. This selection procedure outlines the merit-based selection criteria the NKRC shall use for the selection of referees for these national-level tournaments.

Purpose

1. The purpose of this selection procedure is to provide high-quality refereeing for all national-level Kyorugi tournaments sanctioned and managed by AT by ensuring that the referees are selected on a merit-based system.

Scope

2. This selection procedure applies to the NKRC as the selection body, and all AT referees who are involved in, or aspire to be involved in, refereeing national-level tournaments.
3. This document outlines the process and merit-based selection criteria the NKRC may use to select referees for national-level tournaments.
4. Notwithstanding the selection criteria outlined in this policy, the NKRC reserves the right to make final selections based on overall officiating needs, performance potential, and other relevant factors deemed in the best interest of Australian Taekwondo. This includes the ability to consider extenuating circumstances, referee potential, or other factors not specifically listed in the criteria, where it is considered to be in the best interest of the event and/or Australian Taekwondo.

Abbreviations and definitions

AT: Australian Taekwondo

AT Board: The board of directors of Australian Taekwondo Limited

Kyorugi: A sparring discipline in Taekwondo, also known as competitive sparring

NKRC: National Kyorugi Referee Committee, responsible for overseeing national-level referees

Referee: Kyorugi Referee accredited by Australian Taekwondo

Referee Levels: Defined stages of referee development from introductory to advanced levels

States: Any voting member state of Australian Taekwondo

Tournament: The reference to tournament refers to any national-level Kyorugi AT managed competition, tournament, selection event, or championship

Background

5. Referees are an essential part of Taekwondo tournaments. The referee's role is to protect the integrity of the competition process, ensure that the competition environment is safe, and that all participants abide by the rules. The duties undertaken by referees include:
 - a. officiating at player weigh-in
 - b. inspection of players at the marshalling desk during competition
 - c. operating/supervising computer systems
 - d. managing the scoring system as Technical Assistant
 - e. corner judging (scoring of valid points)
 - f. centre referee (controlling the match)
 - g. court leader
 - h. review jury

Number of referees required for national-level tournaments

6. The NKRC shall determine the number of referees required for a specific national tournament. With the minimum viable number of referees for a national tournament is determined by the following calculation:

$(m+1) \times c + a$ where:

m = referees required for a match

c = number of courts

a = additional duties

7. 'Additional duties' includes inspection referees and weigh-in referees.
 - a. There must always be 2 inspection referees.
 - b. The number of weigh-in referees is determined by the number of gender-pair (i.e. male and female) weigh-in rooms. 4 referees are required per weigh-in room pair (2 male + 2 female).
 - i. For events with fewer than 4 courts, only 1 pair of weigh-in rooms (and therefore, 4 weigh-in referees; 2 male + 2 female) is recommended.
 - ii. For events with more than 4 courts, 2 pairs of weigh-in rooms is recommended (totalling 8 weigh-in referees; 4 male + 4 female).

Selection procedure for national-level tournaments

8. In consultation with the States, the NKRC will solicit availability from referees at least 3 months prior to the tournament, where possible.
9. Referees will be appointed based on the following:
 - a. Merit-based selection criteria (as outlined at paragraph 13).
 - b. Gender balance
 - c. State representation
 - d. Any pending performance reviews or suspensions

10. The final approval should be made at least 60 days prior to the event. The NKRC will provide the AT board with the selection list and once approved AT staff will communicate with the confirmed referees and the hosting organising committee so that travel, accommodation and meal arrangements can be planned in a timely manner.

Merit-based selection criteria for national-level tournaments

11. The selection of referees for national-level tournaments shall be made based on the consideration of the following merits:
 - a. The ability to which the referee can effectively perform all referee duties outlined at paragraph 7. Preference shall be given to those referees who consistently demonstrate a high level of competency in these duties at state- and national-level tournaments.
 - b. Adherence to code of conduct at previous events. Preference shall be given to referees who have consistently demonstrated adherence to the AT Referee and Judge Code of Conduct, contributed to a positive team environment, acted as role models to other referees and conducted themselves in a professional manner.
 - c. The Referee Level obtained. Preference shall be given to higher-level referees.
 - d. The extent to which the referee has officiated for AT- or state-sanctioned tournaments in the 12 months prior to the national tournament. Preference shall be given to referees who have officiated in one or more tournaments.
 - e. If the referee has attended a state, national or international seminar/refresher course, workshop or camp within the 12 months prior to the national tournament. Preference shall be given to referees who have attended one or more seminars/refreshers.
 - f. The referee's overall experience officiating national-level tournaments. Preference shall be given to referees with a high level of experience refereeing at national-level tournaments.

Evaluation of referees with regard to the selection criteria

12. The NKRC, with input from the States, may maintain a register of referees, noting their Referee Level, participation in state-sanctioned tournaments and attendance at seminars/refresher courses.
13. The NKRC may evaluate a referee's ability to effectively perform all referee duties via:
 - a. Assessments of referees' performance at national-level tournaments (see Appendix A and Appendix B).
 - b. Feedback from the States' Referee Committees and national educators/assessors on the referees' performances at state/club-level tournaments, referee workshops, camps and training days.

Monitoring and review of the selection process

14. The Kyorugi Referee Selection Procedure will be reviewed a year after initial adoption then biannually by AT via the NKRC to ensure its effectiveness and alignment with organisational goals. Feedback from referees and States will be considered for continuous improvement.

Responsibilities

15. NKRC: To recommend a selected referee list to the AT Board for tournaments sanctioned and managed by AT.
16. States: To nominate referees to the NKRC for selection consideration.
17. AT Board: Overall management and oversight of the Kyorugi Referee Program.

Appeals process

18. Referees who are dissatisfied with decisions made under this framework, may lodge an appeal in accordance with the following process:
 - a. Lodgement of Appeal The referee must submit a written appeal to the Chair of the NKRC within 14 days of the decision being communicated. The appeal must clearly state the grounds for appeal and provide supporting evidence where applicable.
 - b. Initial Review The NKRC shall acknowledge receipt of the appeal within 7 days. The NKRC will review the appeal and may seek further information from the referee, event organisers or other relevant parties before forwarding the appeal along with their recommendation to the AT board for review.
 - c. Determination The Board will consider the appeal at its next scheduled meeting or at a specially convened meeting if required. A decision will be made by majority vote of the Directors.
 - d. Notification The referee will be notified in writing of the outcome within 7 days of the decision.
 - e. Final Ratification Where the NKRC recommends upholding or dismissing an appeal, the decision must be ratified by the The Board. The Board's ratification constitutes the final step in the appeals process.
 - f. Finality of Decision Once the appeals process is complete and the decision has been ratified by The Board, no further avenue for appeal will be available.

Appendix A: NKRC Referee Assessment Rubric

This rubric outlines the criteria for assessing the capability of referees for national-level tournaments. It categorises referees into three tiers (A, B, and C) to guide selection and provide targeted feedback for improvement.

Assessment levels

Tier A: Elite National Referee	Tier B: Skilled National Referee	Tier C: Developing National Referee
Referees in this tier demonstrate exceptional mastery across all roles. They are consistently selected for high-stakes matches, including finals and medal rounds. Tier A referees can also mentor and evaluate other officials.	Referees in this tier are proficient and reliable in all roles. They are suitable for most national-level matches but may require more experience in high-pressure situations or complex matches.	Referees in this tier are learning and developing their skills. They are suitable for entry-level national events or matches with lower stakes. This tier is for referees who need targeted feedback and mentoring to advance.

Referees will be assessed against these tier levels for their performance and competency in the roles of centre referee, corner judge, review jury and technical assistant. The assessment criteria at each tier for referees in each of these roles is as follows:

Assessment criteria for referee roles

Role	Tier A: Elite National Referee	Tier B: Skilled National Referee	Tier C: Developing National Referee
Centre Referee	Consistently demonstrates perfect timing and positioning, maintaining absolute control of the match. Makes swift, accurate, and confident decisions on scoring and penalties. Exhibits a deep understanding of match flow and athlete strategy, and a calm, authoritative presence.	Demonstrates solid control and good positioning. Makes mostly accurate decisions on scoring and penalties. Handles most match situations well, but may occasionally hesitate or show minor inconsistencies in judgment during intense or fast-paced exchanges.	Shows basic understanding of rules and procedures, but may struggle with match control and consistent decision-making, particularly under pressure. Positioning may be inconsistent, and they may rely on other officials more for guidance.
Corner Judge	Consistently scores with near-perfect accuracy, registering valid points almost instantaneously. Effectively identifies and	cores with good accuracy, registering most valid points correctly. Effectively identifies the majority of	Scores with some accuracy, but may frequently miss points or misidentify techniques. May lose focus or be slow to react to scoring opportunities. Requires

	signals all valid techniques, including difficult-to-see head kicks and spinning kicks. Maintains excellent focus throughout the entire match.	valid techniques, but may occasionally miss or mis-score subtle or fast-paced actions. Maintains good focus throughout the match.	more practice to improve consistency.
Review Jury	Efficiently and accurately reviews complex video challenges, including disputed penalties and technical issues. Uses multiple camera angles to make definitive and irrefutable judgments. Maintains a high success rate in upholding or overturning challenges, with clear and concise reasoning.	Can accurately review most video challenges, but may require more time or multiple reviews for complex situations. Provides mostly accurate judgments with clear reasoning.	Can perform basic reviews but struggles with complex or ambiguous challenges. May be slow to use video evidence to form a clear and accurate judgment.
Technical Assistant	Flawlessly and simultaneously manages the TA sheet and supervises the scoring system operator. Records all events on the TA sheet with absolute accuracy, including penalties, points, and challenges, in real time. Provides clear and direct instructions to the computer operator, ensuring every score, penalty, and match stop/start is executed correctly. Proactively identifies any discrepancies between the referee's signals and the scoreboard.	Effectively manages the TA sheet and supervises the scoring system operator. Accurately records most events in real-time, with minor, infrequent omissions. Gives clear instructions to the computer operator, with occasional need for minor correction or clarification.	Is learning to manage the TA sheet and the scoring system operator. May be slow to record events, leading to gaps in the record, and may struggle to keep up with a fast-paced match. Requires supervision to ensure all scores and commands from the referee are entered correctly.

Referees will also be assessed on their demonstrated competencies and behaviour. These include: use of clear hand signals, accurate scoring, ring management, match awareness, match presence, confidence, communication, decisiveness, ability to work with others, application of knowledge/skills, reliability, accountability, conduct, and appearance (dressing neatly).

Assessment rubric for skills competencies and behaviours

Tier A: Elite National Referee	Tier B: Skilled National Referee	Tier C: Developing National Referee
Always demonstrates the behavior/has total mastery of the skill	Often demonstrates the behaviour/largely proficient in the skill	Rarely demonstrates the behaviour/lacks competency in the skill

Appendix B: Sample NKRC Referee Assessment Form

Name	Referee Level
Tournament	Date

Role assessment			
Duties performed	Yes /No	Assessment Tier (A/B/C)	Comments
Weigh-in			
Inspection			
Technical Assistant			
Corner Judge			
Center Referee			
Review Jury			
Computer operator			
Court leader			

Skills competency		
Skill	Assessment (A/B/C)	Comments
Hand signals		

Scoring		
Ring management		
Match awareness		
Match presence		
Confidence		
Communication		
Decisiveness		
Working with others		
Applying knowledge/skills		
Reliability		
Accountability		
Conduct		
Appearance (dress)		

Further Comments